

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF UPLAND AND THE UPLAND POLICE OFFICERS ASSOCIATION**

May 8, 2023

WHEREAS the City of Upland ("City") and the Upland Police Officers Association ("Association") have entered into a Memorandum of Understanding (MOU) covering the period of July 1, 2022, through June 30, 2023.

WHEREAS the MOU provides that there shall be no changes in wages, hours and working conditions during its term without the mutual consent of the parties.

WHEREAS the City has a duty to meet and confer with the Association over wages, hours, and other terms and conditions of employment, including but not limited to the implementation of a Classification and Compensation study;


WHEREAS the Parties have met, discussed, and agreed to the implementation of the Classification and Compensation Study conducted by Koff & Associates.


NOW, THEREFORE, THE PARTIES do hereby agree as follows:


1. This side letter shall amend the wages, hours and other terms and conditions of employment set forth in the current MOU between the parties only to the extent specifically set forth herein. All other wages, hours and other terms and conditions of employment shall remain in full force and effect, and unaffected by this Agreement, unless specifically modified in a subsequent written Agreement by the parties.
2. City Council approved all proposed job specifications and/or reclassifications for employees in the unit on January 23, 2023. The City has implemented the proposed job specifications including reclassifications of any position in the unit effective January 24, 2023.
3. The City will implement the proposed salary ranges for all employees in this unit effective June 25, 2023. Placement of employees on the proposed salary ranges will be implemented as follows:
 - a. Employees will be placed on the proposed salary range for their position at the step that is closest to their current hourly wage, which ensures at least a two percent (2%) increase.
4. Full and Complete Understanding. The parties have met and conferred in good faith and agreed upon all matters related to the implementation of the Classification & Compensation Study. This Side Letter represents all terms negotiated and agreed upon by the Parties related to Classification and Compensation Study. All parties understand and acknowledge that there are no other agreements between them (oral, implied, or written), other than as written here or as contained in the continuing terms and conditions of their employment set forth in the MOU between UPOA and the City.

CITY OF UPLAND

Dated: 5-23-2023



By: Michael Blay
City Manager
City of Upland


By: Stephen Parker
Assistant City Manager
City of Upland


By: Terry Doyle
Deputy Director of Human Resources/Risk Management
City of Upland

UPLAND POLICE OFFICER ASSOCIATION

Dated: May 23, 2023


By: Christopher Delaney
President
UPOA